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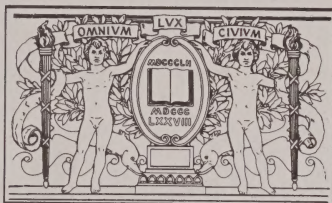
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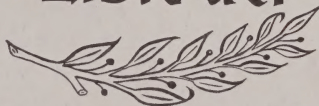
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# BOSTON SCHOOL EMPLOYEES & THEIR PERFORMANCE

prepared by the Citywide Educational Coalition  
in cooperation with the Greater Boston Chamber of Commerce

## Q. HOW MANY PEOPLE WORK FOR THE BPS?

A. There are about 8,700 employees:

40 Central Administrators	550 Aides (Bilingual, Special Ed., etc.)
125 Administrative Assistants, Specialists*	500 Clerical
30 District Administrators*	500 Custodians
450 Principals, Assistants, Dept. Heads	300 Lunch Monitors
3,900 Teachers*	200 Bus Monitors
300 Other Central Staff (Computer, Key punch, CPC, Security, etc.)	200 Student Employees (part-time)
100 Other School Staff (Attendance Officers, Adjustment Counsellors, etc.)	100 Guidance Counsellors
	100 Librarians
	75 Nurses

\*Many of the remaining 1,230 employees are administrators, program support personnel, and teachers paid from federal, state and private funds: Chapter 1 and Chapter 636 teachers and staff; some vocational, bilingual and special education teachers and staff; and all cafeteria staff except lunch monitors.

## Q. WHO ARE THEY? (positions filled as of August 2, 1985)

A. Central Administrators (Superintendent, Deputy Superintendents, Senior Officers, District Administrators) are:

	15 black (22%)	Forty of these central and district administrators live in Boston, the most (8) living in West Roxbury.
	53 white (76%)	
28 women (40%)	1 Hispanic (1%)	
42 men (60%)	1 Asian (1%)	
70 total	70 total	

Principals are:	31 black (25%)	Fifty six of Boston's principals live in Boston, with the largest number by far (10) living in West Roxbury. Six have children in the BPS.
	88 white (70%)	
31 women (25%)	4 Hispanic (3%)	
94 men (75%)	2 Asian (2%)	
125 total	125 total	

Teachers are:	754 black (20%)	There are 1,736 Boston residents among BPS teachers; the largest numbers live in West Roxbury (236), Codman Square in Dorchester (187), and Mattapan (152).
	2,709 white (72%)	
	183 Hispanic (5%)	
2,481 women (66%)	99 Asian (3%)	
1,278 men (34%)	14 American Indian	
3,759 total	3,759 total	

## Q. WHAT DO THEY EARN?

A. Each contract is negotiated separately; base pay (before overtime, career awards, etc.) is:

The Superintendent . . . . .	\$70,000	Teachers, Nurses, Guidance . . .	\$17,055-34,008
Deputy Superintendents (three) . . . . .	\$57,869	Custodians . . . . .	\$18,580-28,680
Central And Dist. Administrators . . . . .	\$39,188-47,001	Clerical Staff . . . . .	\$11,745-35,089
Principals and Headmasters . . . . .	\$45,620-48,120	Bus Drivers . . . . .	\$7.00-10.63/hour

NOTE: BPS custodians' starting salary is higher than BPS teachers' starting salary and BPS clerical maximum is higher than BPS teacher maximum.



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**Q. ARE BPS EMPLOYEES EVALUATED FOR JOB PERFORMANCE?**

- A.** Yes, with different procedures for each category. Ratings are used for promotions, demotions and dismissals; ratings are **not** used for assignments, layoffs or pay increases.

The Superintendent is evaluated by the School Committee.

Administrators are evaluated by their immediate superior.

Principals are evaluated by their District Superintendent.

Teachers are evaluated by their Principal and, in secondary schools, department head.

Custodians are evaluated by their District Supervisor, with the principal.

Clerical evaluation procedures are currently being negotiated.

**Q. HOW DID BPS EMPLOYEES DO THIS YEAR?**

- A.** Administrators . . . . all non-school based administrators received satisfactory ratings. One did resign after allegations of misconduct and one after demotion.

Principals . . . . . all principals received a satisfactory final rating.

Teachers . . . . . ten teachers resigned or were terminated in 1984-85. Five were recommended for dismissal at the end of this school year. Data has not yet been compiled on how many received satisfactory, unsatisfactory or excellent ratings this year.

Custodians . . . . . 97% were judged to be satisfactory in all criteria.

**Q. WHAT ARE THE PROBLEMS WITH THE CURRENT EVALUATION PROCEDURES?**

- A.** Observers, both inside and outside the system, have charged that the process has many weaknesses:
- that evaluation is "top down" only, that neither teacher nor parent, e.g., has input into principal evaluation.
  - that the lengthy dismissal process often means that the worst employees are not dismissed because of faulty paperwork.
  - that too much of the evaluation is subjective, and affected by favoritism or other personal prejudices.
  - that evaluation criteria are not tied to research on what makes an effective school, but only on classroom control, teacher or administrator attendance, etc.
  - that the difference between a 'satisfactory' rating and an 'excellent' rating is not clearly defined and is arbitrarily applied.

**Q. ARE BPS EMPLOYEES REQUIRED TO LIVE IN BOSTON?**

- A.** The residency law requires any employee hired after June 29, 1982, to live in the city. The Superintendent, by contract, must live in Boston, and any employee, regardless of hiring date, who is promoted to Deputy Superintendent, Senior Officer, or District Superintendent must live in Boston or move within one year. The residency law is currently not being applied to these administrators, partly because many are in acting positions. If they are permanently appointed, those who live outside Boston will have to move into the city, unless they are individually exempted by the Mayor and City Council.

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Fact Sheets done by:

CWEC

Citywide Educational Coalition

37 Temple Place, #521

Boston, MA 02111

(617) 542-2835

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